



Seabee Community Management

Overview



- OPNAV N1/N132 Responsibilities
- Definitions
- Manpower 101
- ECM Functions
- Seabee Community Overview
 - Manning
 - Re-enlistment Data
 - Advancements



N13

Responsibilities

- Develop and issue military personnel plans and policy
- Monitor adherence to fiscal and end strength objectives
- Plan, direct, and manage the career progression of active duty Navy personnel
- Oversee long-range manpower and community planning

Definitions



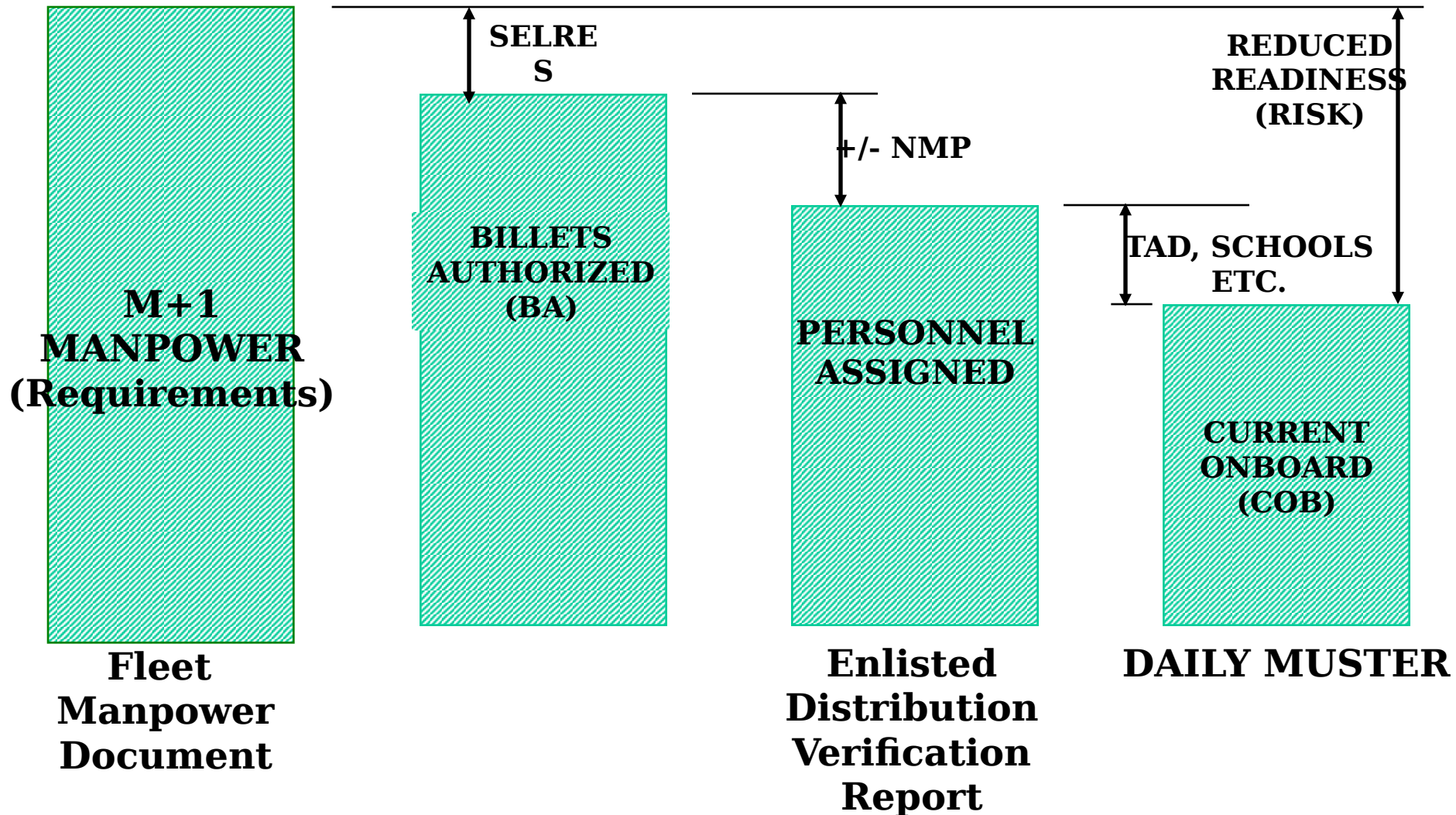
- EPA (Enlisted Program Authorizations) -A recurring, published document summarizing enlisted billet authorizations contained in TFMMS (Total Force Manpower Management System).
- BA (Billets Authorized) - The billets approved by the CNO for current operating conditions.

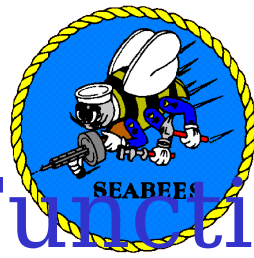
Definitions



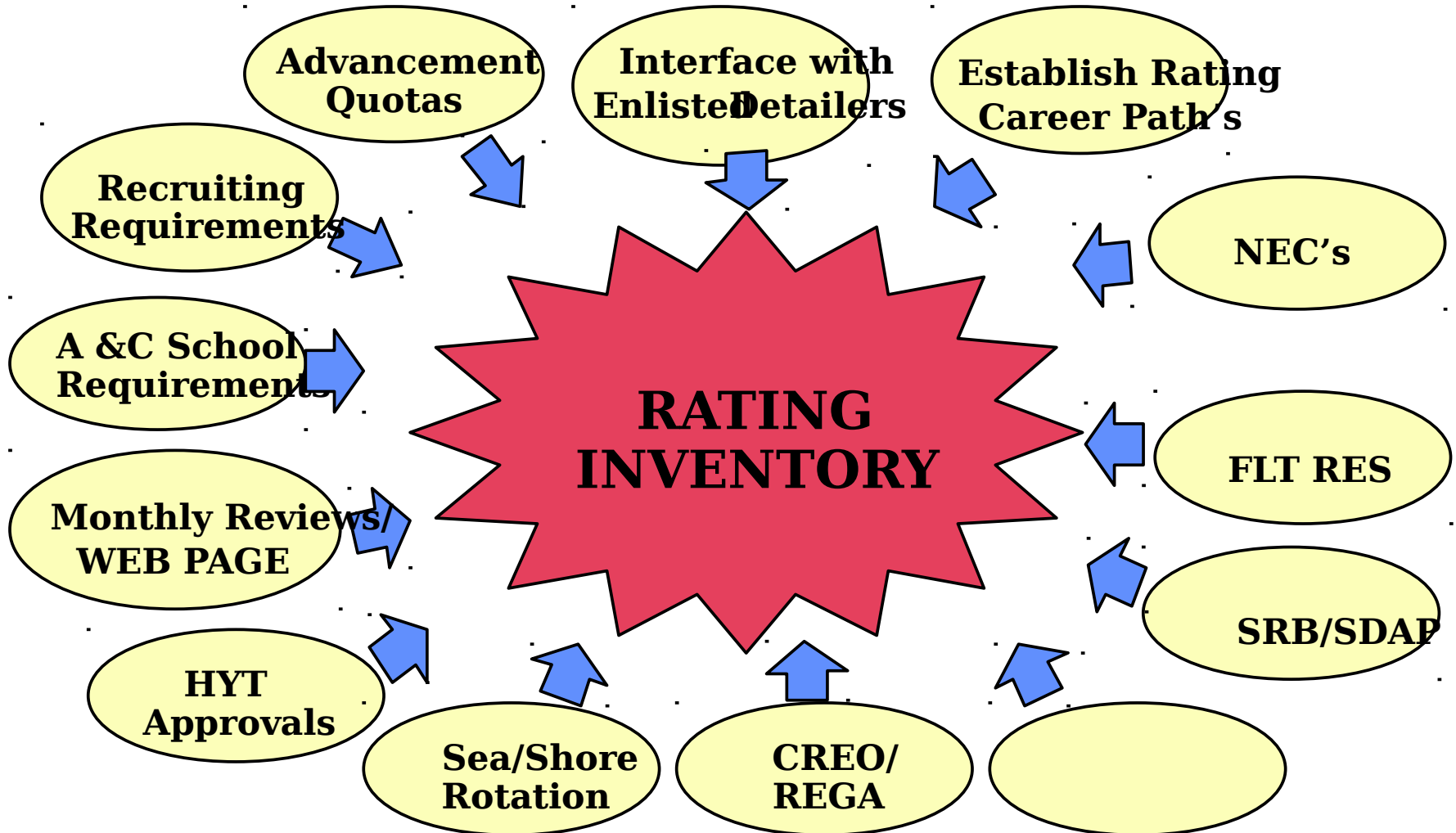
- E/S (End Strength) - The number of active-duty personnel in the Navy.
- $E/S = \text{Beginning Inventory} - \text{Losses} + \text{Gains}$
- OPNAVINST 1000.16J - “Manual of Navy Total Force Manpower Policies & Procedures”

“MANPOWER” Defined





Enlisted Community Manager Functions

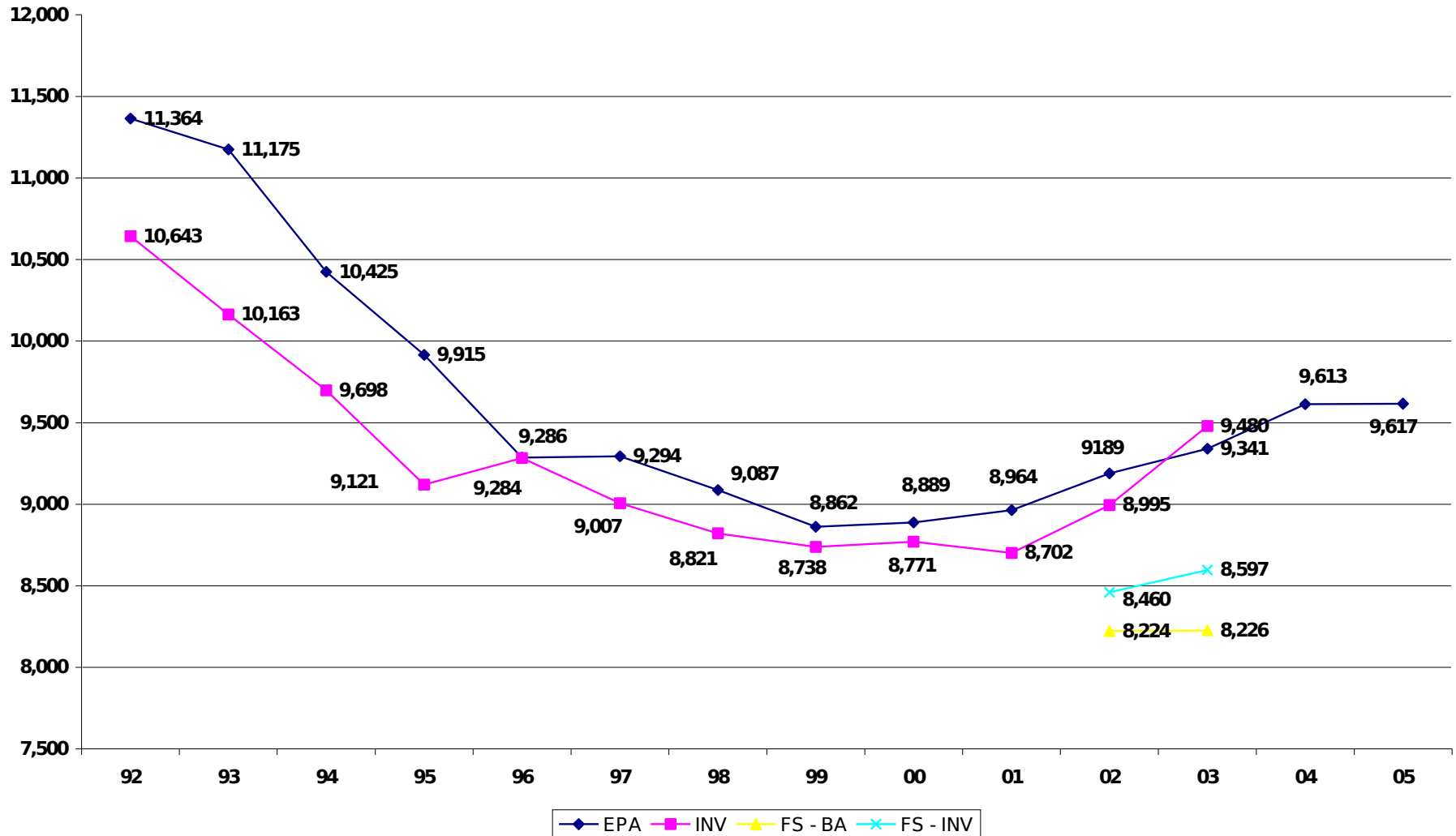


Overall Active Manning

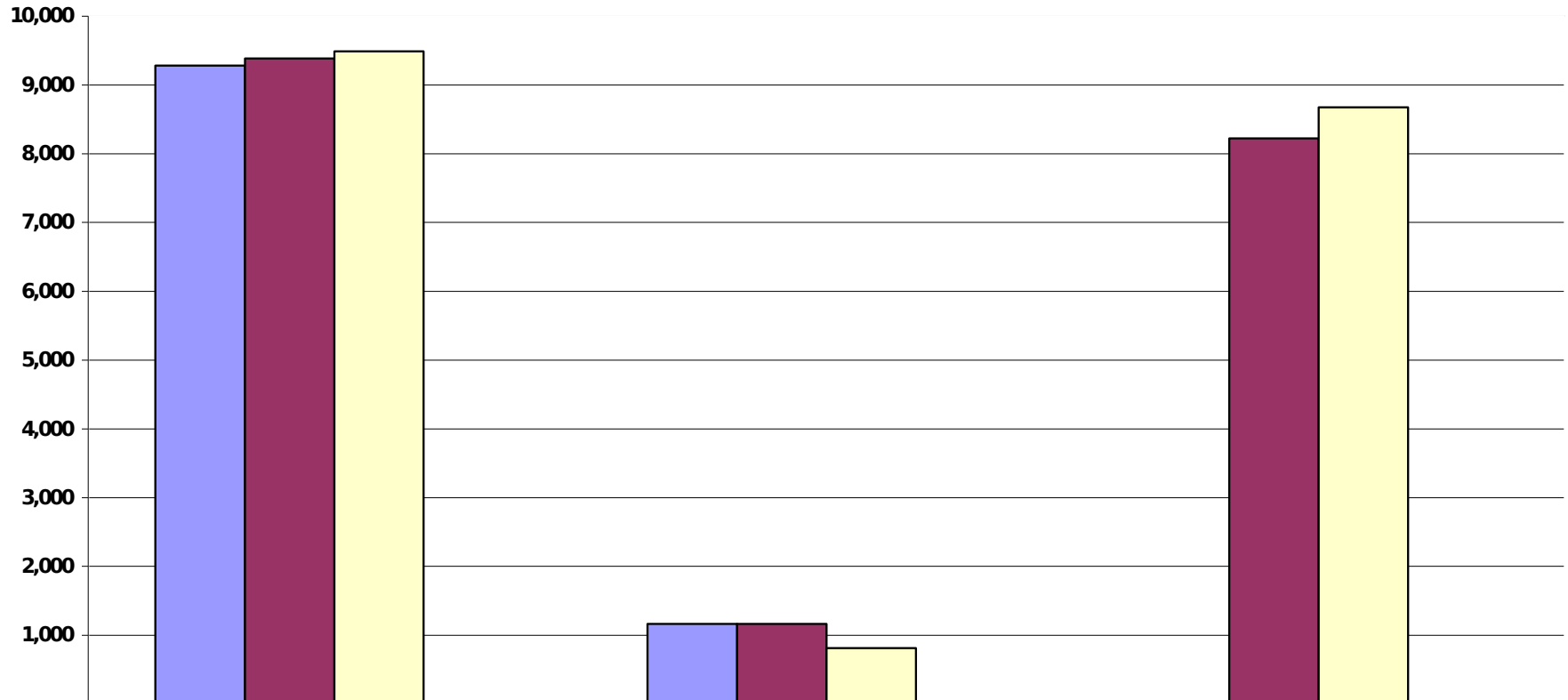


- Overall Navy = 101.7%
- Overall Seabee = 101.4%
- E-3 and Junior Manning = 107.5%
 - CM = 93.1%
- E-4 and Senior Manning = 99.5%
 - Combined E-9 = 131.6%
 - E-7 Thru E-9 = 114.1%

Historical SEABEE EPA vs INV



Manning Breakdown

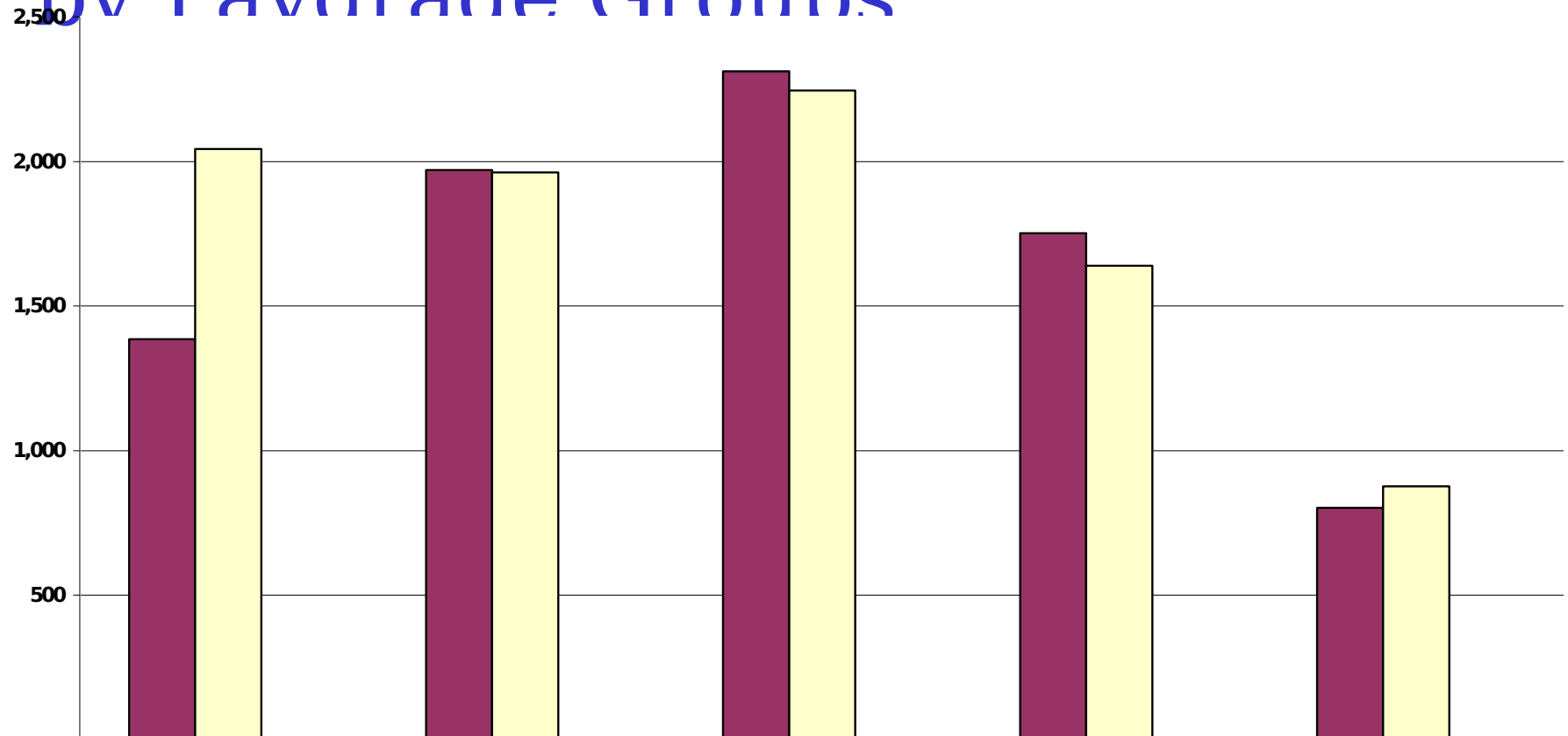


	TOTAL	INDIVIDUALS ACCOUNT	FORCE STRUCTURE
EPA	9,280	1,163	
BA	9,388	1,163	8,225
INV	9,489	812	8,677
%	102%	70%	105%

Active Seabee Force Structure Manning

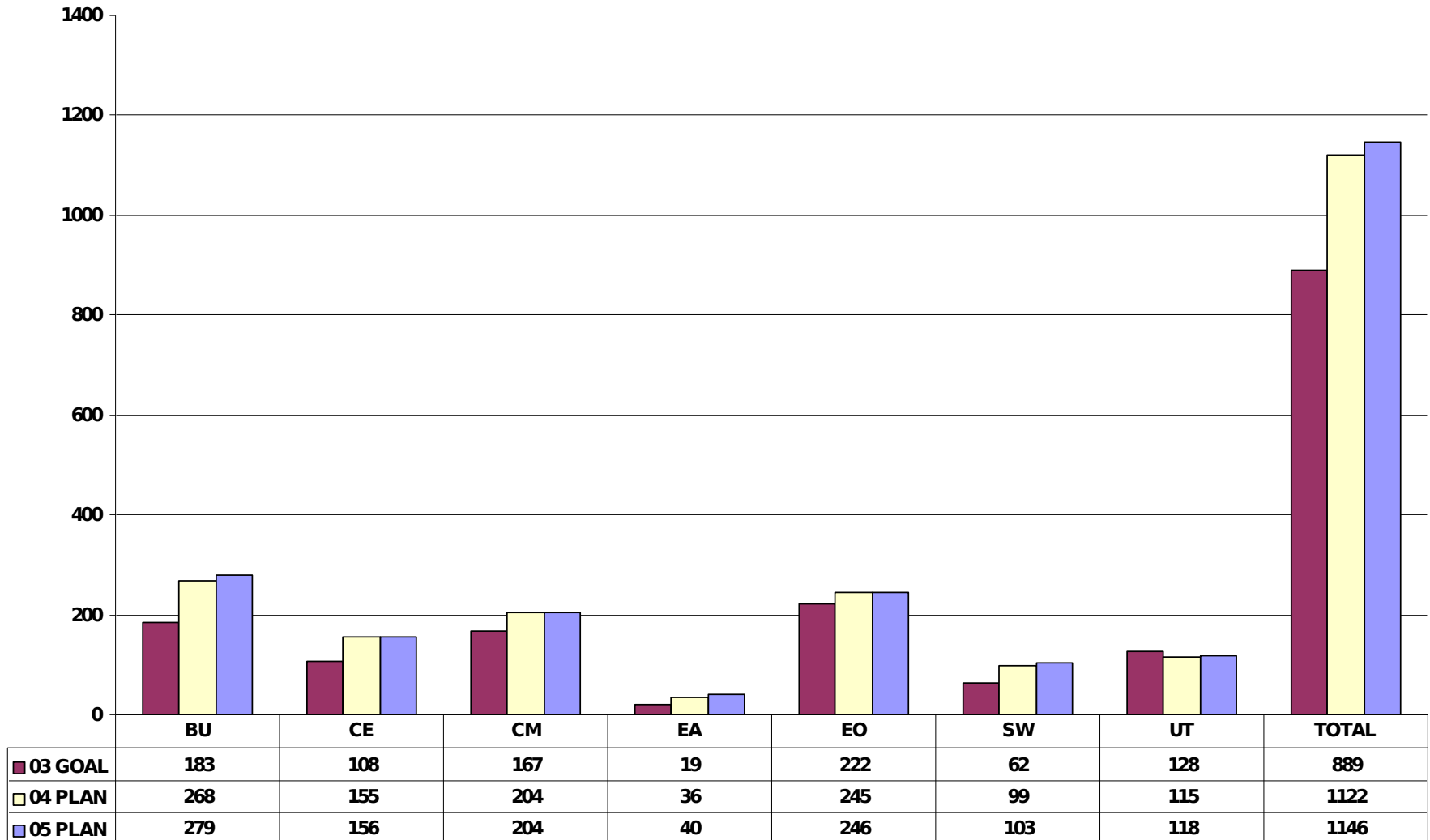


by Paygrade Groups



	E1-3	E4	E5	E6	E7-9
BA	1,385	1,970	2,312	1,752	802
INV	2,043	1,962	2,245	1,640	877
%	148%	100%	97%	94%	109%

Future Accessions





Benchmark Retention Measures

Reenlistment Rate

Measures end of
service obligation
retention behavior

$$\frac{\text{Reenlistments} + \text{LTE}}{\text{Reenlistments} + \text{LTE} + \text{EAOS losses}}$$

Attrition Rate

Measures loss
behavior prior to end
of service obligation

$$\frac{\text{Non-EAOS losses}}{\text{Non-EAOS inventory}}$$

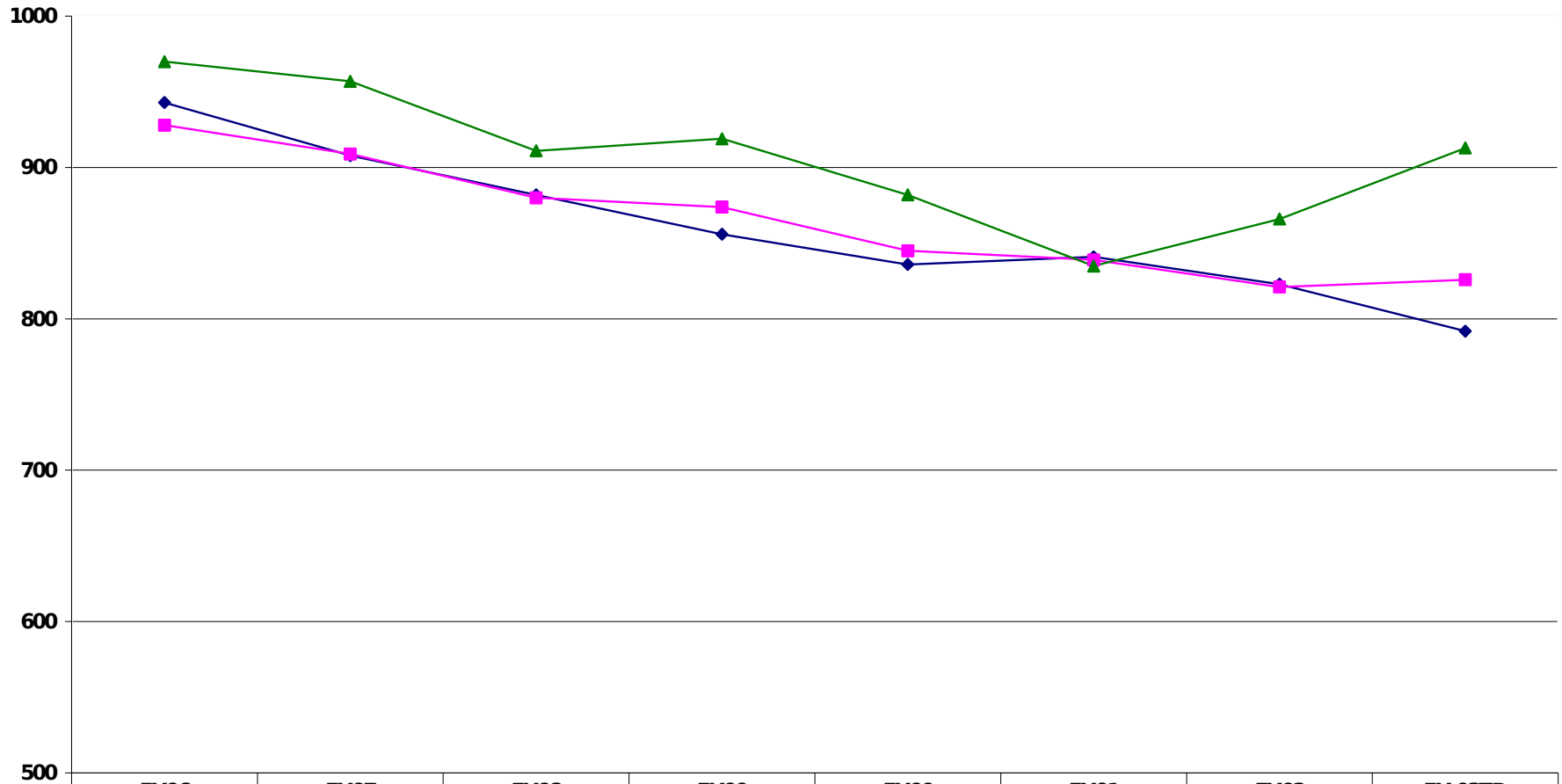
Retention Rate

Combines
reenlistment and
attrition rates

$$\frac{\text{Reenlistments} + \text{LTE}}{\text{Reenlistments} + \text{LTE} + \text{all losses}}$$

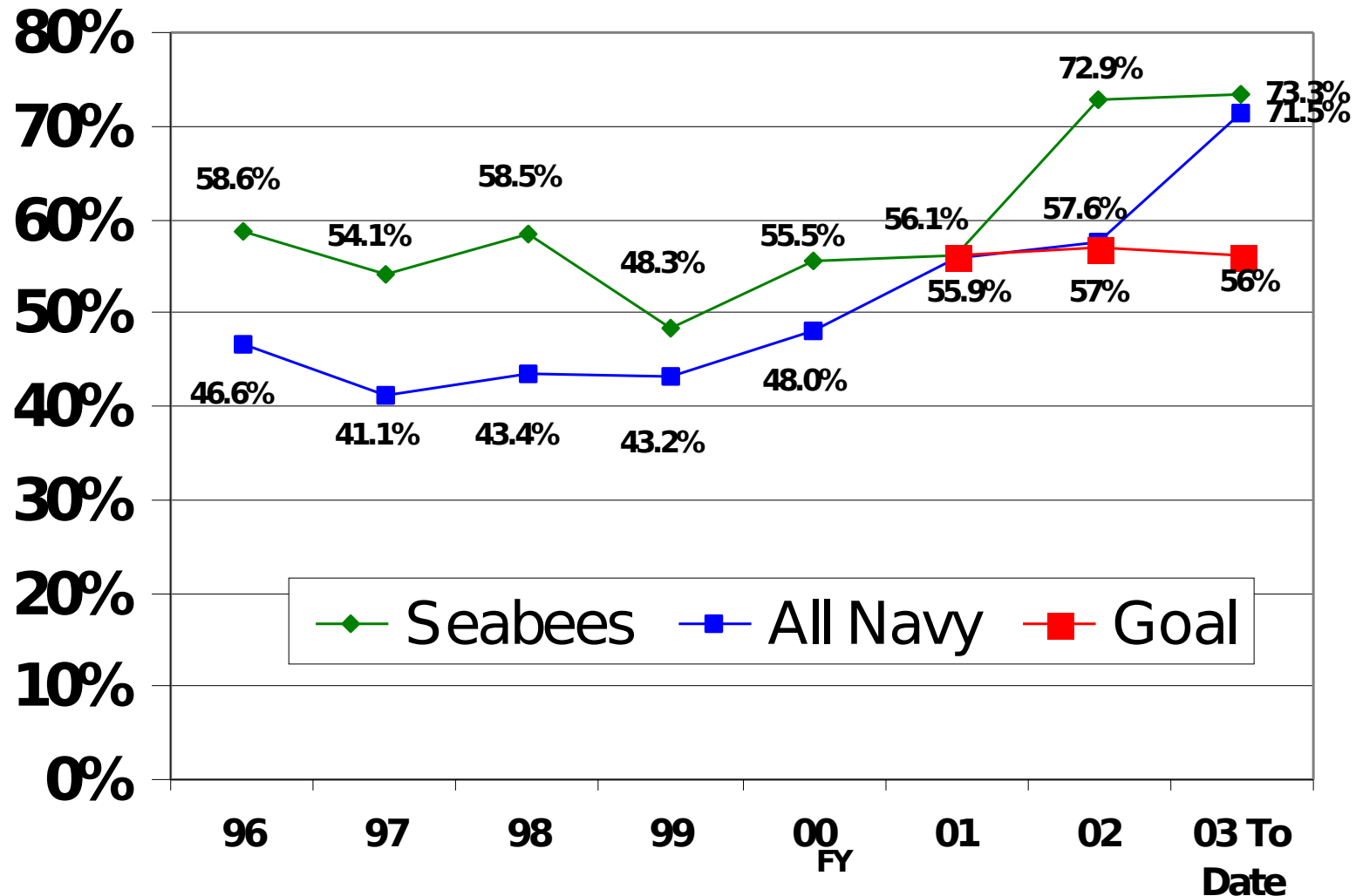
LTE: Long Term
Extensions

CPO Manning

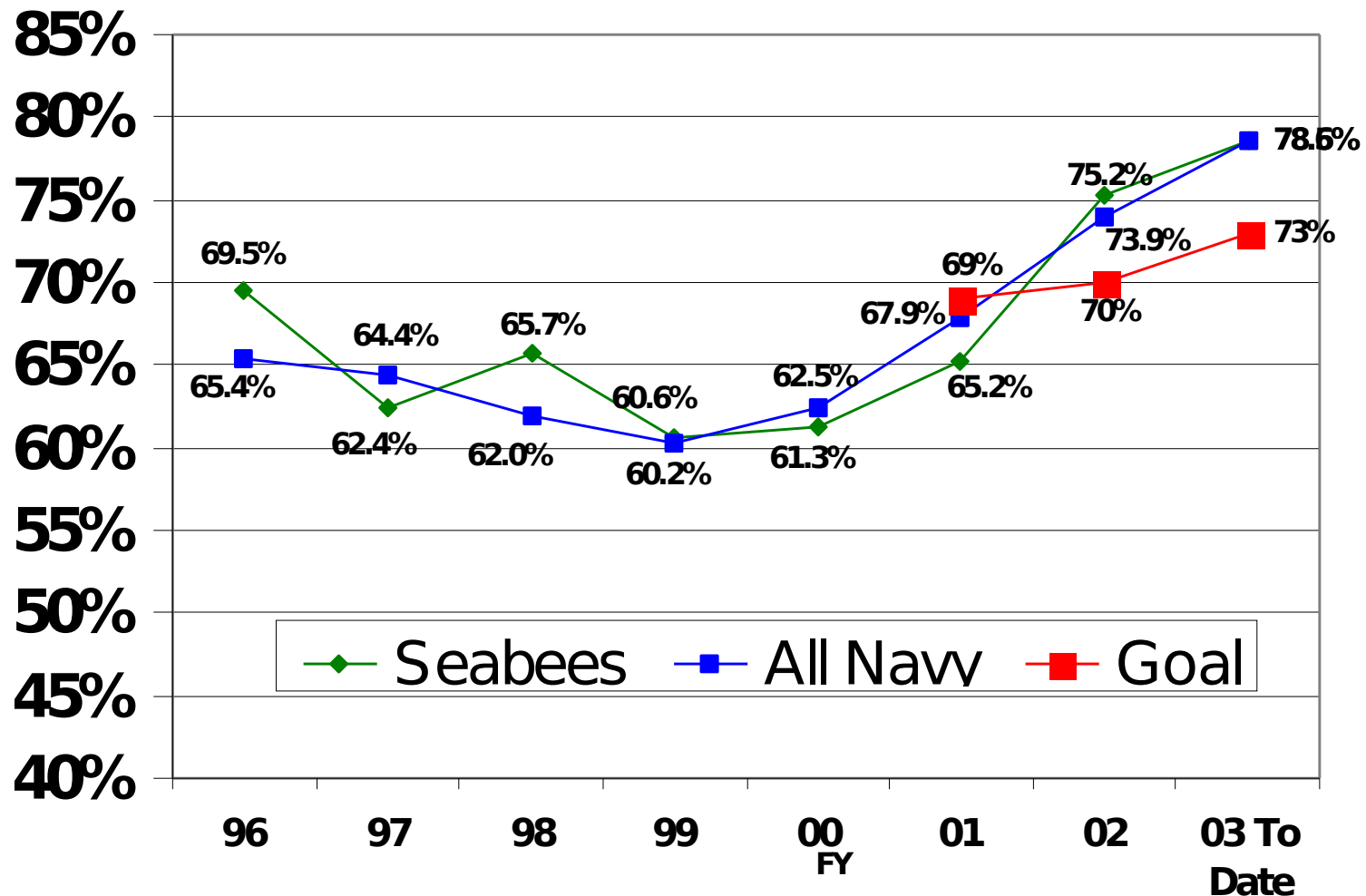


	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY 03TD
◆ EPA	943	908	882	856	836	841	823	792
■ BA	928	909	880	874	845	839	821	826
▲ INV	970	957	911	919	882	835	866	913

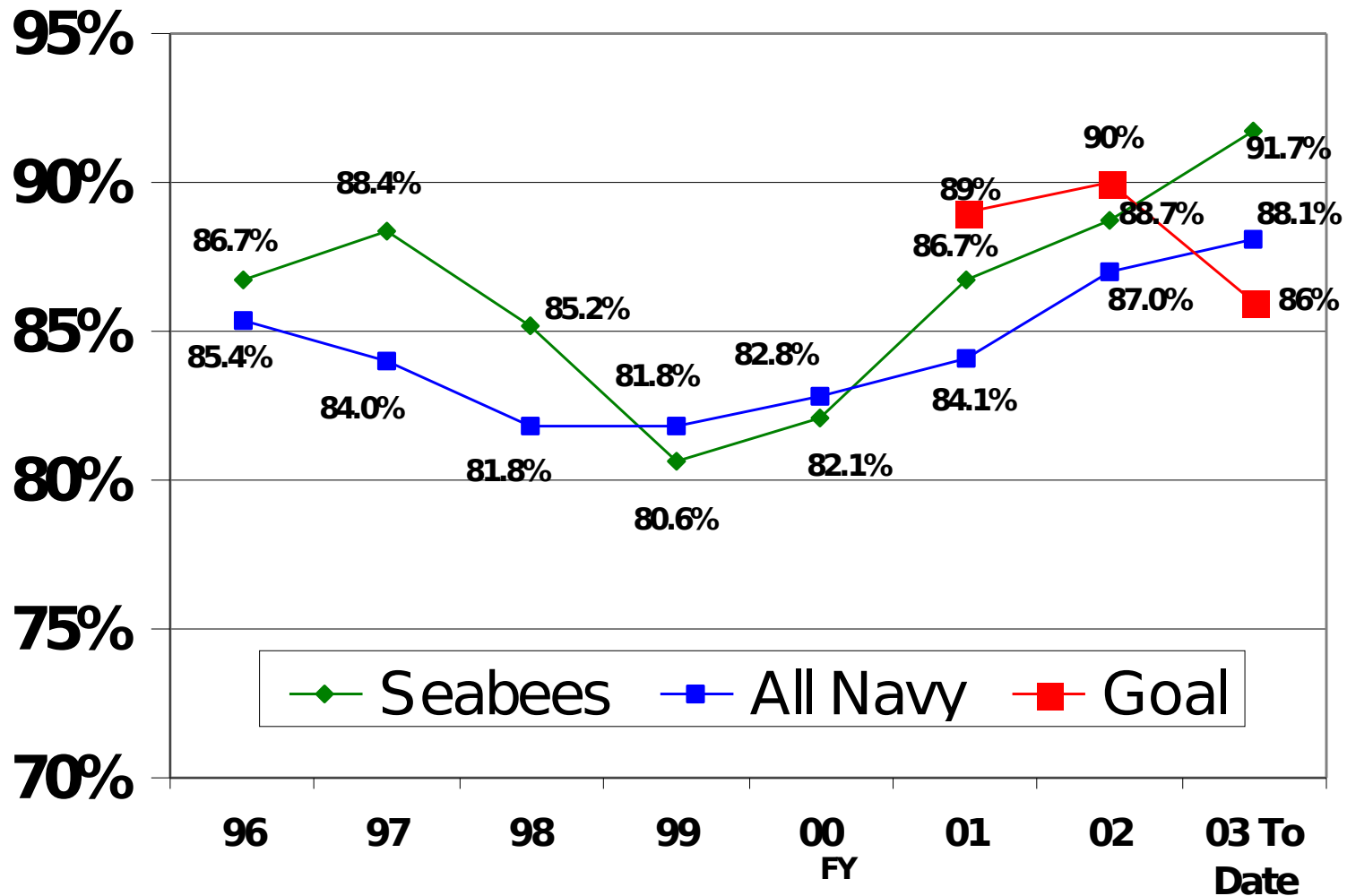
Zone A Re-Enlistment Rates ($0 < A < 6$ years)



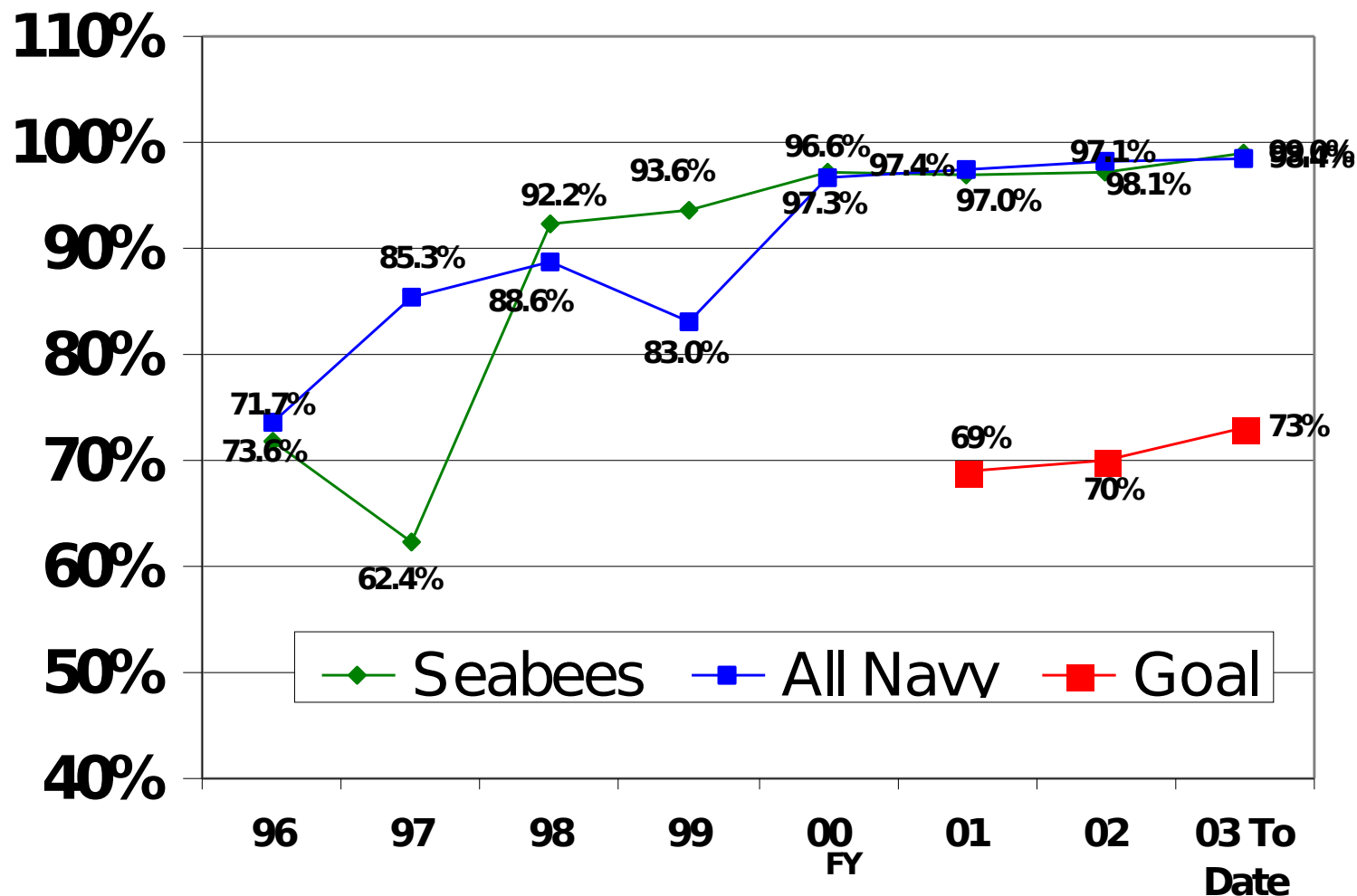
Zone B Re-Enlistment Rates ($6 \leq B < 10$ years)



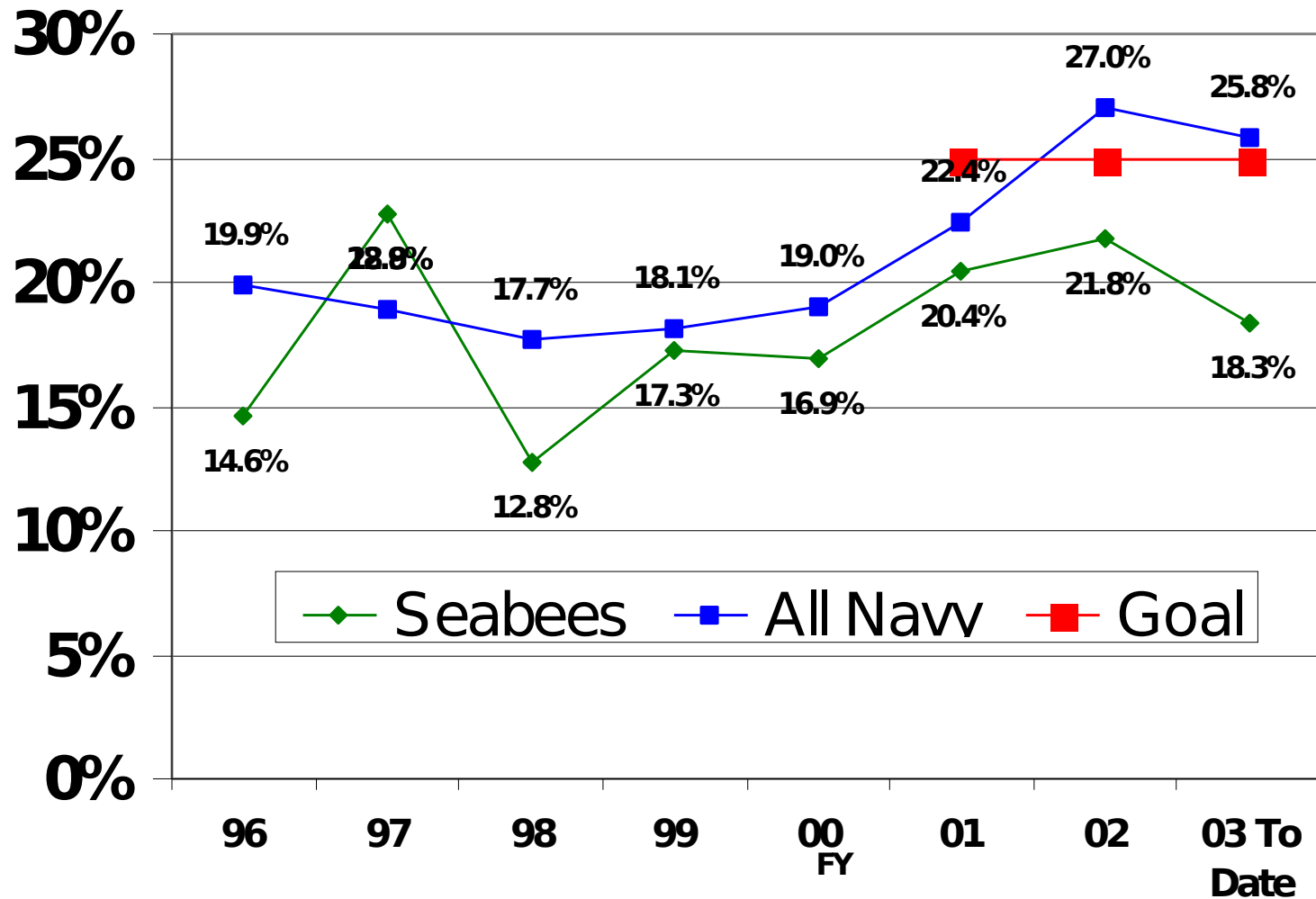
Zone C Re-Enlistment Rates ($10 \leq C < 14$ years)



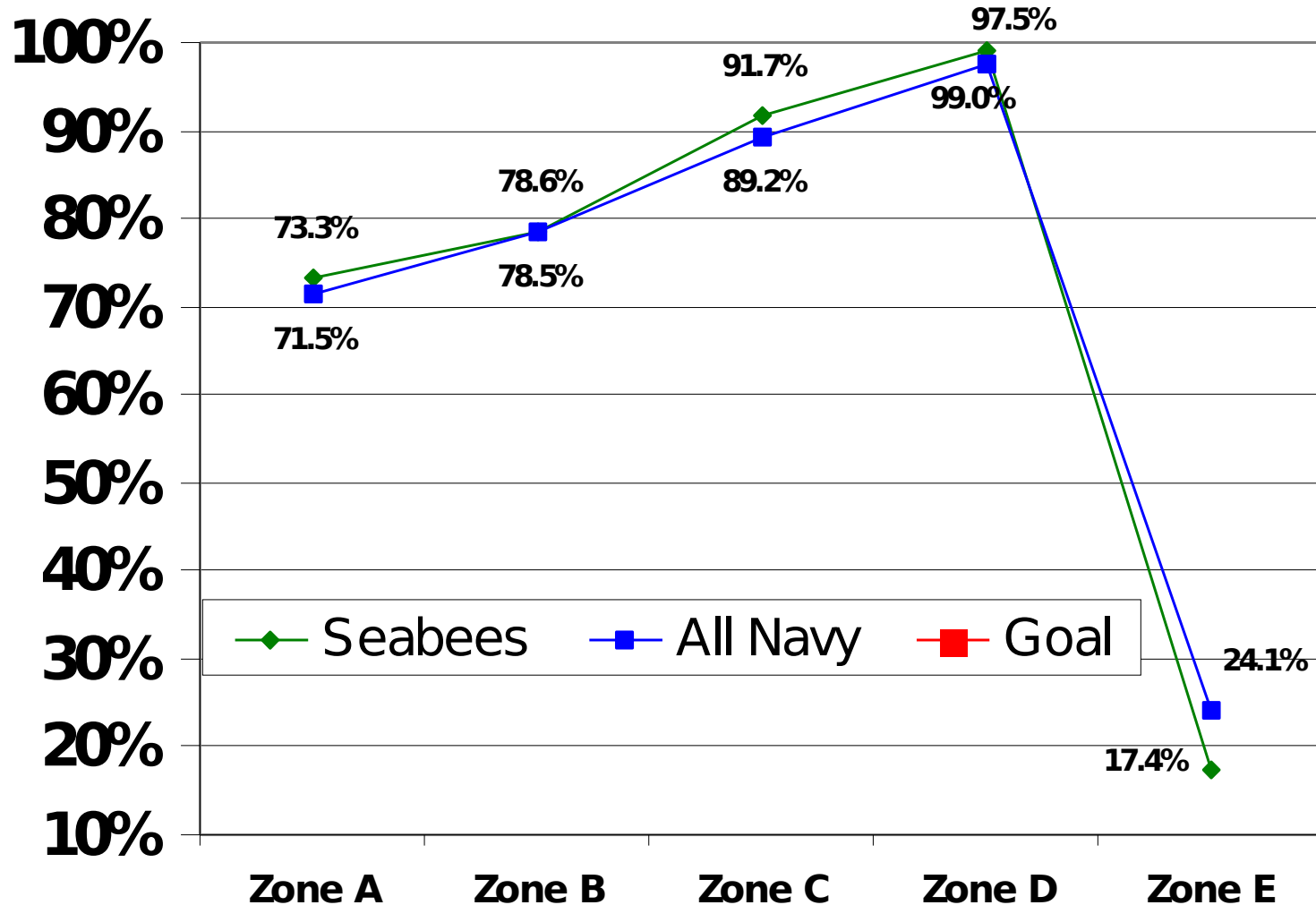
Zone D Re-Enlistment Rates ($14 \leq D < 20$ years)



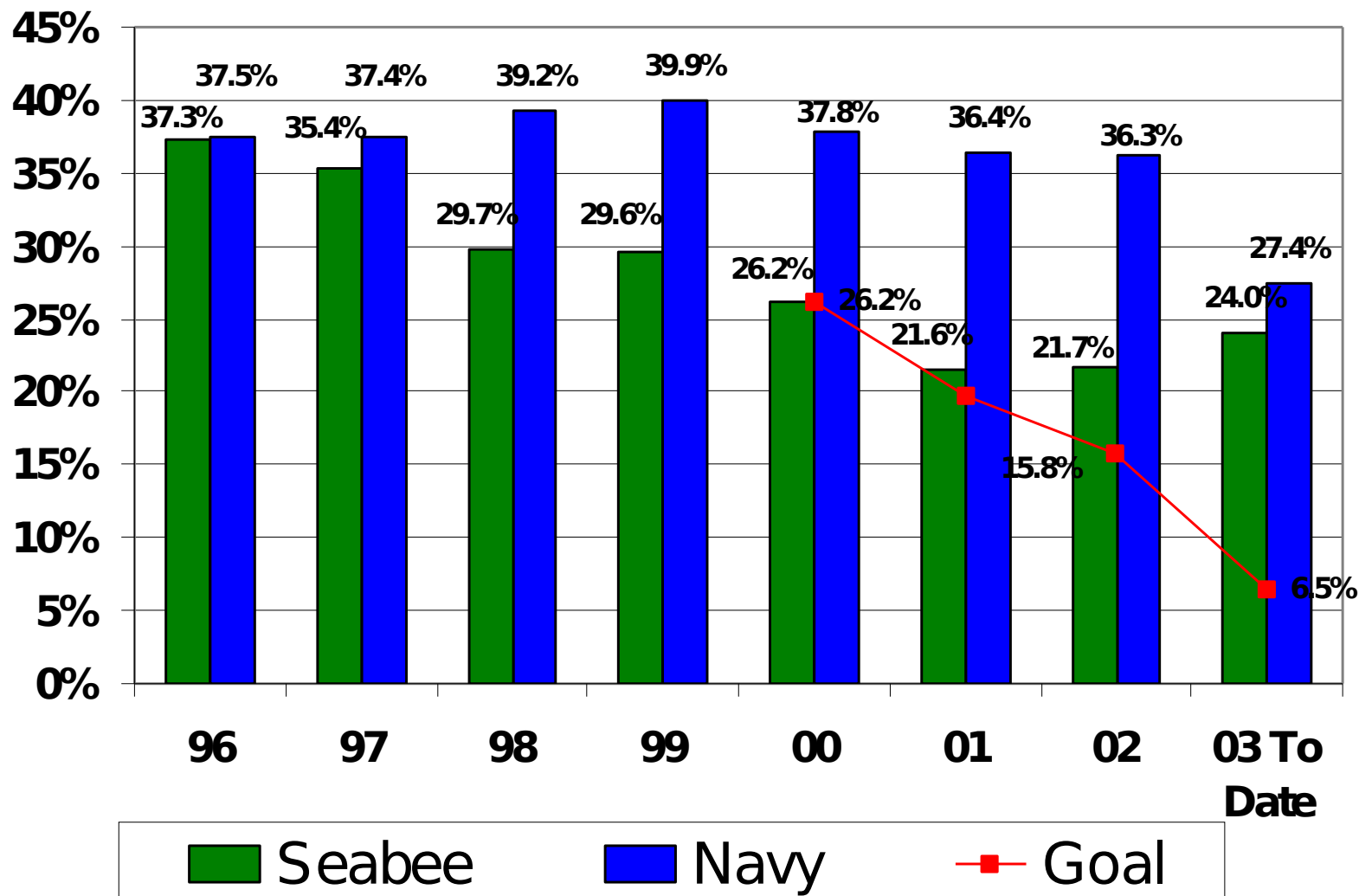
Zone E Re-Enlistment Rates ($20 \leq E$)



FY03 Re-Enlistment Seabee vs All Navy



Zone A Attrition Rates ($0 < A < 6$ years)





Attrition Reasons (Top 5)

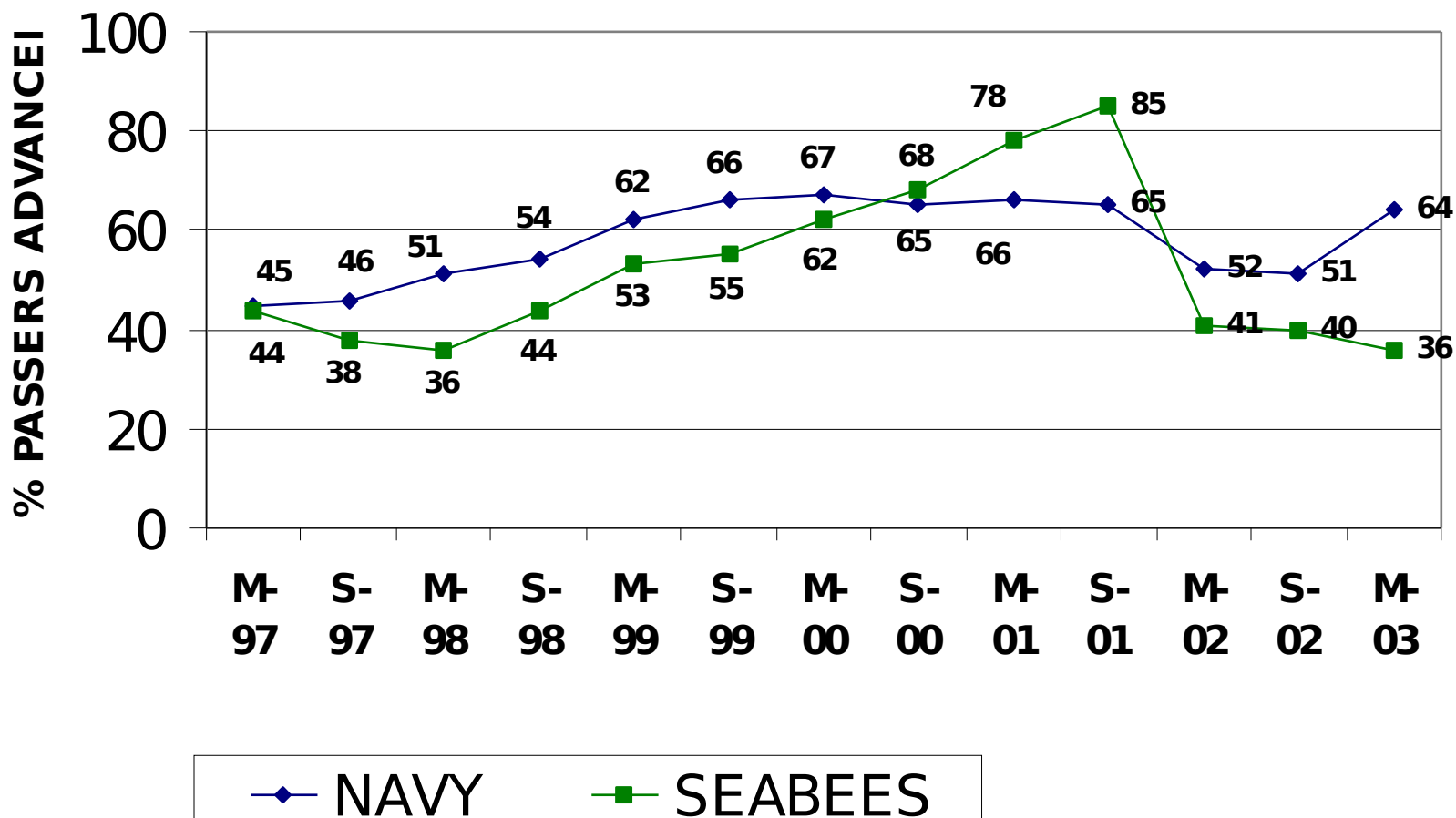
Seabees

- Drug Abuse - 34%
- Misconduct - 22%
- Other Med or Disability - 15%
- Personality Disorder - 10%
- Serious Offense - 10%

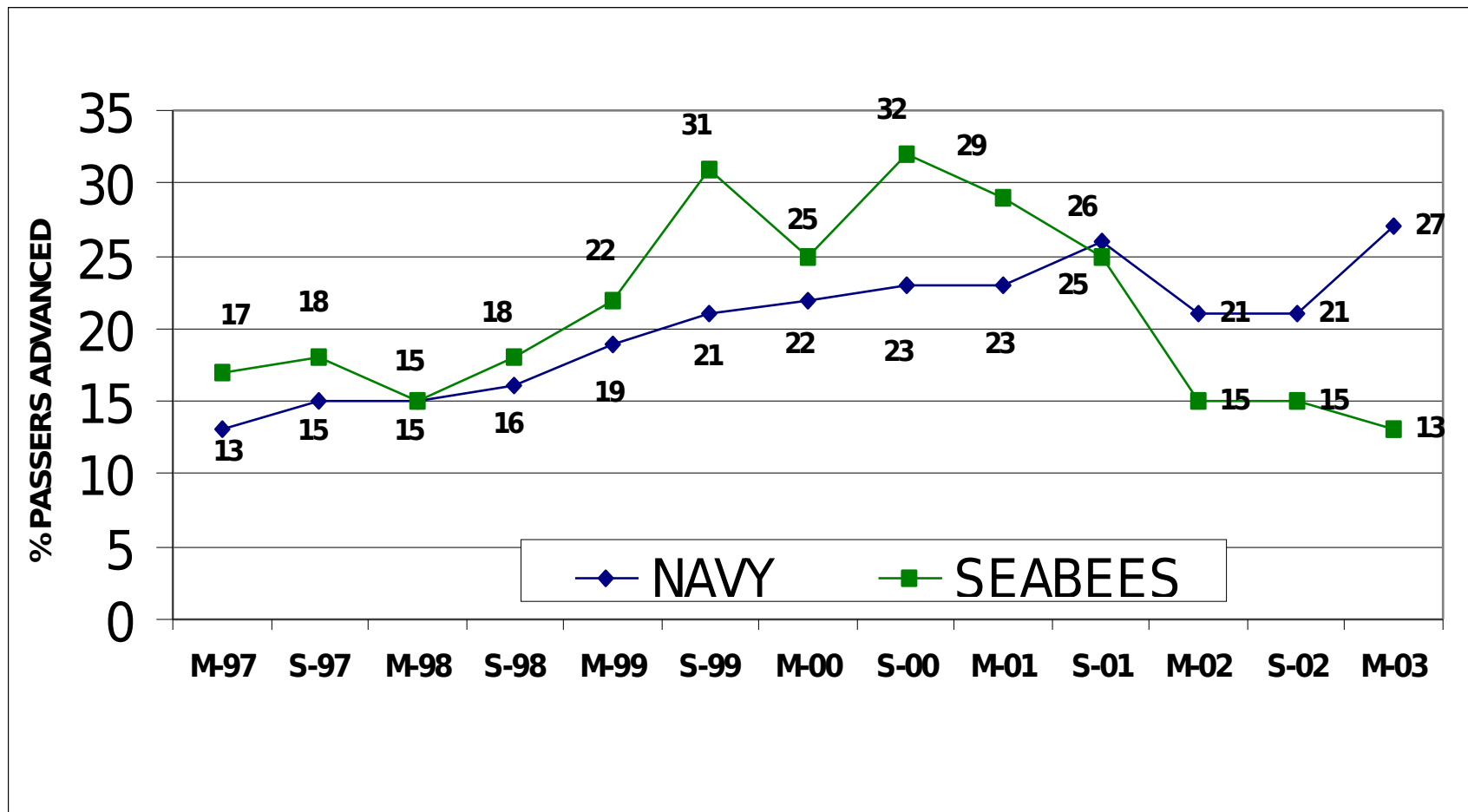
Navy

- Drug Abuse - 23%
- Fraud/Erroneous Entry - 19%
- Misconduct - 17%
- Other Med or Disability - 14%
- Personality Disorder - 12%

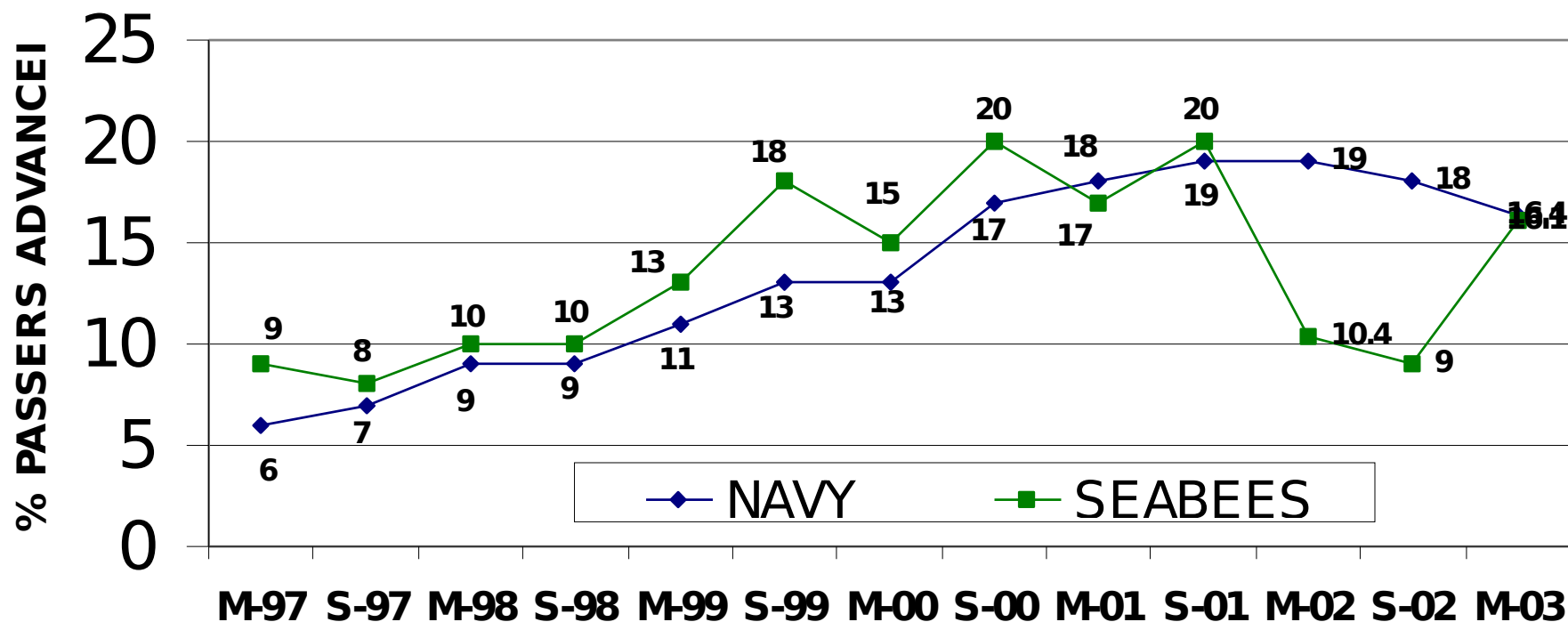
E-4 ADVANCEMENTS



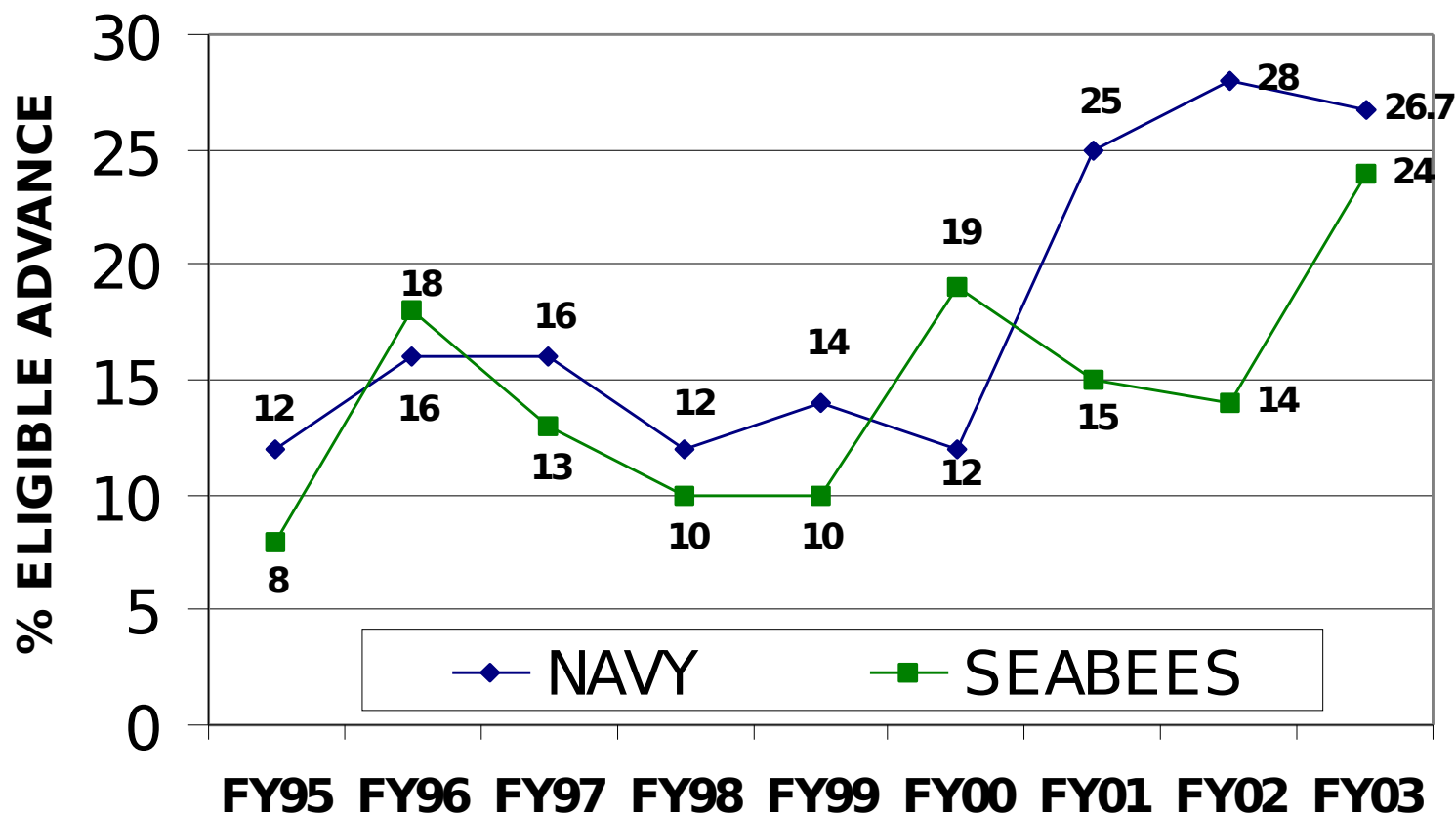
E-5 ADVANCEMENTS



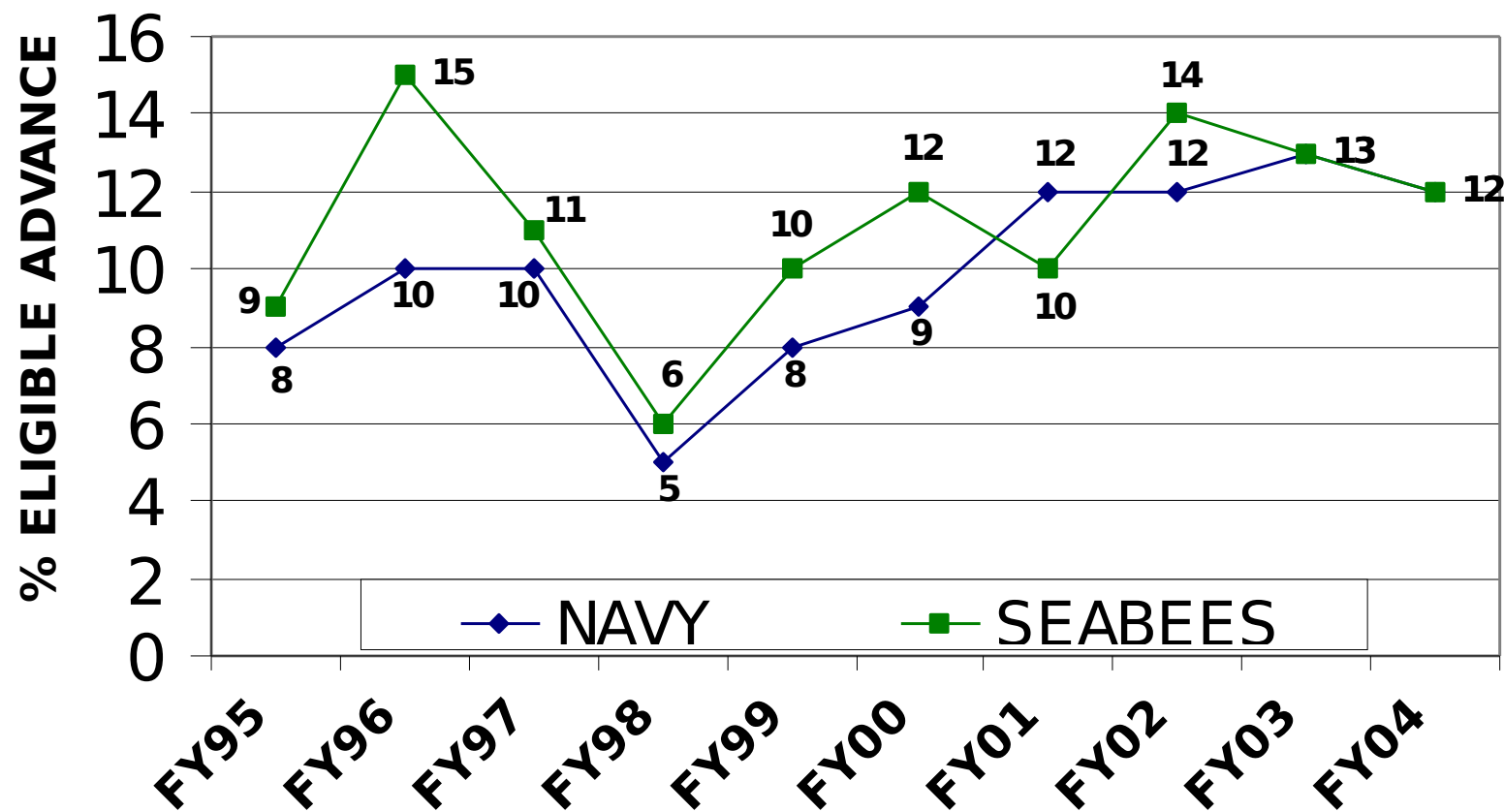
E-6 ADVANCEMENTS



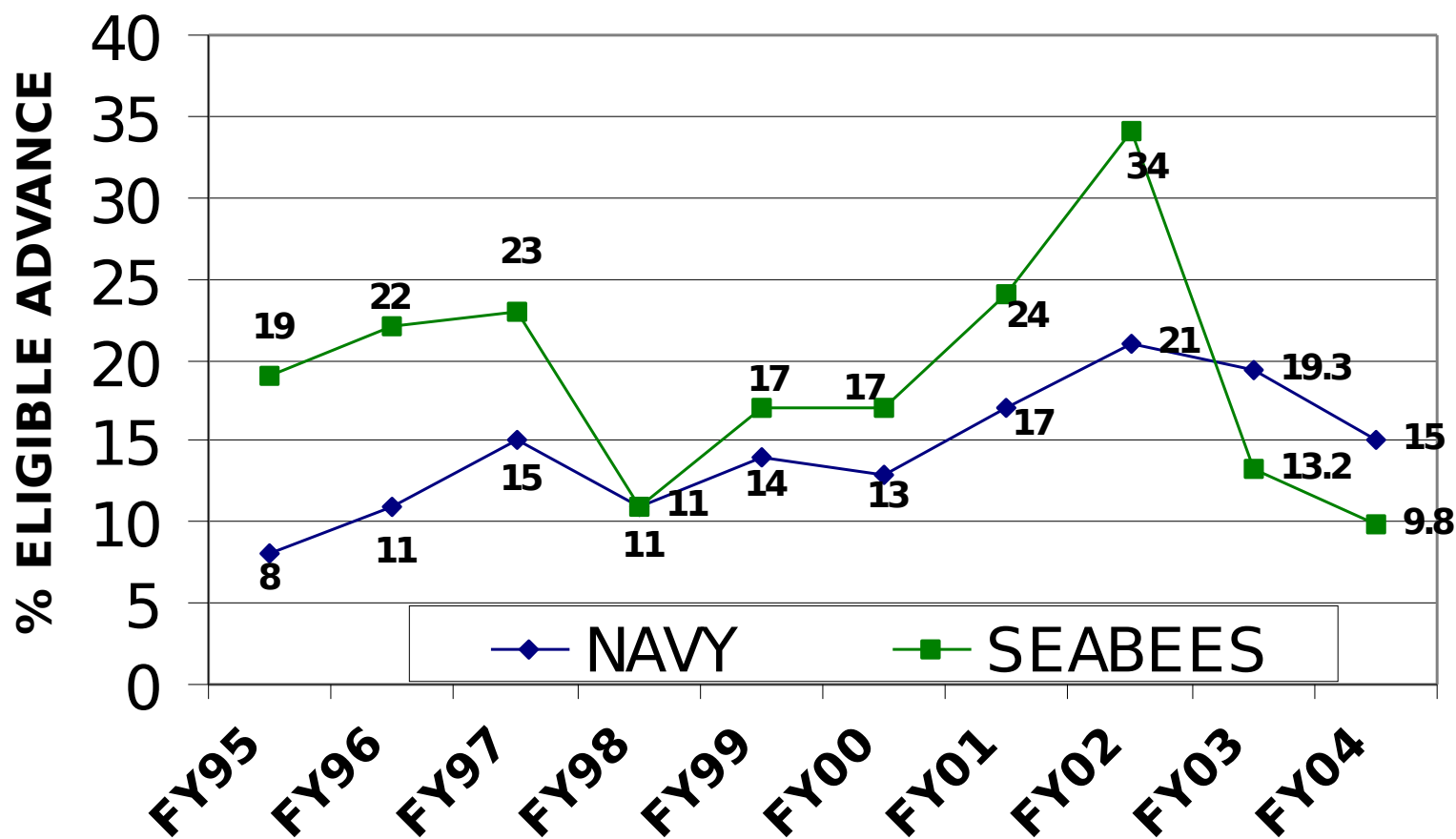
E-7 ADVANCEMENTS



E-8 ADVANCEMENTS



E-9 ADVANCEMENTS





ECM Office Information

- LCDR

Phone: (703) 695-3950 DSN: 225-3940

- EACS(SCW)

Phone: (703) 614-6645 DSN: 224-6645

- Seabee ECM website:

<http://www.persnet.navy.mil/pers2/N132D16/seabee1.htm>



SEABEES

"We Build, We Fight"

Questions?



FY04 Recruiting Goals

- Original

- 5YO 800
- NCS 15
- 2 YO 97
- NAVET/OSVET Recall 0
- TEP 0
- Total **912**
- NPSB 73
- Grand Total **985**

Programs



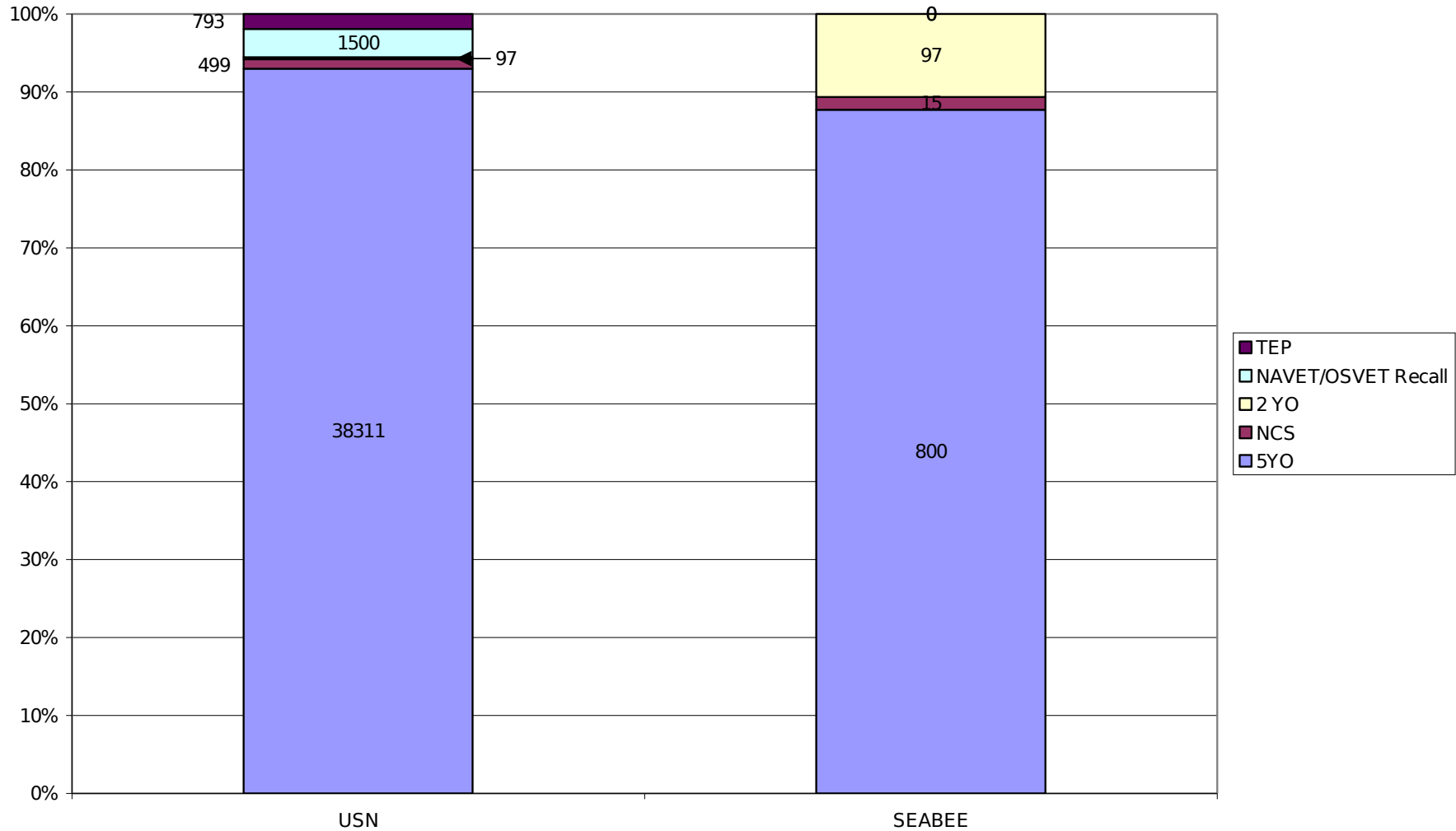
- USN: 5 Year Obligor (5YO)
- USN NCS: National Call to Service Act
- USNR: 2 Year Obligor (2YO)
- NAVET/OSVET/Reserve Recall
- TEP: TAR (Training and Administration of Reserves) Enlisted Program
- NPSB: Non-Prior Service Basic

Definitions



- Total MPN = USN + USN NCS + USNR (2YO) + NAVET/OSVET/Reserve Recall
- CNRC Accessions = Total MPN + TEP
- NPSB does not count against MPN

FY04 Accessions Breakdown



USN



- All Navy: normal initial enlistment with a 4, 5 or 6 year active duty obligation. No reserve commitment. Members attend USN Boot Camp. A school dependent on rate and program assigned.
- For Seabees:
 - 5 year active duty obligation, no reserve commitment.
 - Members enter as SN
 - Members attend USN Boot Camp, upon graduation become CN (short period of time until A school)



USN National Call to Service (NCS)

- Initiates in FY 04
- Program includes:
 - Candidates enlist for initial entry training
 - USN Boot Camp
 - A school/C school as appropriate based on rating/program of entry. A school required for Seabees
 - 15 months of Active Duty service AFTER completion of initial training
 - 24 month drilling SELRES commitment after completion of 15 months of Active Duty service.
- Numbers count against MPN and regular recruiting goals
- Seabees only have EA quotas in this program. 12 M and 3 F.



USNR 2 Year Obligor (2YO)

- Program includes:
 - Candidates enlist for initial entry training
 - USN Boot Camp
 - A school/C school as appropriate based on rating/program of entry. A school required for Seabees
 - 24 Months total Active Duty service including completion of initial training
 - 6 year drilling SELRES commitment after completion of Active Duty service.
- Numbers count against MPN and regular recruiting goals only when serving 2 year active duty service.
- Seabees are the only program with 2 YO recruits



NAVET/OSVET/Reserve Recalls

- Navy Veterans (NAVETS)/Other Service Veterans (OSVETS)/Reserve Recalls to Active Duty
- Program includes:
 - Candidates enlist for initial entry training
 - USN Boot Camp only for members that did not already attend USN Boot Camp
 - A school/C school as appropriate based on rating/program of entry. A school required for NAVET/OSVET. Required only for reserve recalled Seabees who have not already completed A school.
 - Normal 4, 5, or 6 year active Obligation
 - No further reserve commitment after completion of Active Duty service.
- Numbers count against MPN and regular recruiting goals



TEP

- TAR Enlisted Program
- There are no TAR Seabee ratings
- TAR's support reserve Seabees in administrative functions (YN's, PN's, NC's, etc.)



Non-Prior Service Basic

- Program includes:
 - Candidates enlist for initial entry training
 - USN Boot Camp
 - A school/C school as appropriate based on rating/program of entry. A school required for Seabees
 - SELRES commitment after completion of initial entry training.
- Numbers do not count against MPN and regular recruiting goals.
- Only the 7 Seabee ratings and HM have NPSB quotas for FY04.